

Message Text

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C O N F I D E N T I A L ROME 17558

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E. O. 11652: GDS
TAGS: FAO, AORG, APER
SUBJ: FAO/WFP: PERSONNEL

REF: STATE 254934

1. RE REFTEL, FERNANDO WISHES PURSUE INTERVIEW WITH BROWN IN NEXT 10 DAYS. DEP DIR DESIGNATE BRICHAMBEAU (NOT ROCHAMBEAU AS PREVIOUSLY REPORTED) COULD BE IN WASHINGTON NEXT WEEK (C/O VERAART IN IBRD) AND WILL CONTACT BROWN OR CARROLL. FERNANDO STATED HE WOULD AGAIN REVIEW SHERK APPLICATION AND ATTEMPT ARRANGE INTERVIEW.

2. RE EVALUATION POSITIONS. WEST STILL SITTING ON APPLICATIONS OF TURNER AND ROYSTON, BOTH OF WHOM HE CONSIDERS HIGHLY QUALIFIED, WITH AN INCLINATION TOWARD WHAT HE CONSIDERS ROYSTON'S GREATER DYNAMISM. HE HESITATED, HOWEVER, TO MOVE AHEAD IN DG'S ABSENCE IN VIEW LIKELY DG SENSITIVITY TO AMERICAN IN THIS TOUCHY AREA. HE NOTED THIS MIGHT MEAN EARL SOHM (OF JIU), (WHO MADE GOOD IMPRESSION ON HIM DURING HIS INITIAL VISIT), MIGHT GET ROYSTON FIRST AS HE ALSO HAS AN EYE ON HIM. HE URGED US TO KEEP BOTH CANDIDACIES "WARM" AS HE DOUBTED HE
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COULD FIND BETTER QUALIFIED PEOPLE THAN TURNER AND ROYSTON.

3. RE WFP PROJECT MANAGEMENT DIRECTOR, VOGEL REITERATED HIS DESIRE THAT FITZCHARLES COME FOR INTERVIEW IN FIRST HALF NOVEMBER. HE VOLUNTEERED THAT UNDERSTANDINGS TO WHICH WE HAD REFERRED HAD NOW BEEN CON-

FIRMED BY CANADIAN GOVERNMENT SOURCES. HE DID NOTE, HOWEVER, THAT FROM WFP INTERNAL MORALE STANDPOINT, IT WOULD BE BETTER TO GIVE JOB TO DAWSON, RATHER THAN LEAVE HIM WHERE HE WAS AND BRING IN NEW DIRECTOR OVER HIM. BAKER EMPHASIZED HIGH REGARD WE HAD FOR FITZCHARLES, EMPHASIZING THAT ALTHOUGH WE HAVE STRONG INTEREST IN SUPPORTING WOMEN IN SENIOR POSTS, WE WERE BACKING HER ON BASIS OF HER EXCELLENT QUALIFICATIONS. THUS, WE BELIEVED SHE COULD BRING MORE TO POSITION THAN DAWSON, DESPITE HIS GOOD QUALITIES. VOGEL PROMISED TO GIVE HER CAREFUL CONSIDERATION AND SAID HE WOULD SET UP INTERVIEW WITH SAOUMA ALSO IF HE PLANNED TO APPOINT HER. BAKER URGED THAT WE KEEP IN TOUCH AS THERE MIGHT BE OTHER STRONG U.S. CANDIDATES IF FOR ANY REASON VOGEL AND FITZCHARLES DID NOT COME TO TERMS. (IN FACT, VISITING INDIA CARE DIRECTOR, ALLAN S. TURNBALL, EXPRESSED INTEREST IN THE POSITION; WE TOLD HIM THERE WAS A CANDIDATE AHEAD OF HIM AS FAR AS USG CONCERNED BUT NOTHING TO STOP HIM FROM REGISTERING INTEREST WITH US AND WFP).

4. RE ADG FOR FORESTRY: KEN KING (GHANA) WILL RETIRE IN JUNE, ACCORDING TO CHAIRMAN US EMPLOYEES GROUP WHO GAVE LUNCHEON FOR BAKER OCTOBER 26 (U.S.D.A. MCGUIRE AWARE OF THIS POSSIBILITY). WE SHOULD HAVE GOOD CANDIDATES READY EARLY TO MOVE WITH AT RIGHT TIME. (ONE NAME CONFIDENTIAL

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THAT COMES TO MIND, IF HE AVAILABLE, IS FORMER HEAD CONSERVATION FOUNDATION SYDNEY HOWE WHO HAS BOTH FOREST MANAGEMENT, WATERSHED PLANNING, AND OVERALL CONSERVATION POLICY EXPERIENCE).

5. RE AGRIC OPERATIONS DIVISION. HARTMANS HAS INVITED US TO HAVE MONTHLY REVIEW WITH HIM OF UPCOMING POSITIONS AT HQS AND IN FIELD IN HIS SUBSTANTIAL DOMAIN. FIRST MEETING WILL BE NOVEMBER 1. SUGGESTIONS WELCOME. HYER OF USDA HAS HAD SIMILAR CONSULTATIONS IN PAST AND THIS NOT INTENDED AS SUBSTITUTE BUT RATHER AS INTENSIFICATION OF THIS EXCHANGE BETWEEN HIS VISITS.

6. PERSONNEL SYSTEM. DURING SAME LUNCHEON, HIGGINSON HAD USEFUL EXCHANGE WITH SKOUFIS WHO STATED NEW GUIDELINES WERE BEING PREPARED FOR THE SELECTION OF CANDIDATES. THE SELECTION COMMITTEE WAS BEING MOVED UNDER A MR. HORNING. IN CASES WHERE THE SELECTION COMMITTEE AND THE OFFICE INVOLVED DIFFERED ON THE BEST CANDIDATE, SKOUFIS WOULD NOW BE CALLED IN TO ARBITRATE. FINALLY, IN THOSE HOPEFULLY FEW CASES WHERE THE DG INTERVENES, THE CHOSEN CANDIDATE WOULD BE SELECTED WITHOUT RUNNING THROUGH THE SHAM OF

A SELECTION COMMITTEE. (COMMENT: IN THIS AREA, WE SHOULD READY A GOOD P-4 LEVEL CANDIDATE FOR JACK PAGGI WHOM SKOUFIS MAY MOVE OUT OF PERSONNEL INTO DIFFERENT ADMIN AREA).

7. ASSOCIATE EXPERTS: SKOUFIS REMARKED THAT HE ONLY SAW U.S. PLACING PEOPLE IN THE FAO AT THE CRUCIAL LOWER GRADES THROUGH AN ASSOCIATED EXPERT PROGRAM. HE WENT SO FAR AS TO SUGGEST WE TIE OUR FAO CONTRIBUTION WITH A CONTRIBUTION TO AN ASSOCIATED EXPERT PROGRAM. THE TIE WOULD BE A RIDER THAT THE FAO HAD TO HIRE SO MANY U.S. EXPERTS TO WORK AT THE FAO HEADQUARTERS, AS WELL AS IN THE FIELD. (HARTMANS, SEVERAL WEEKS AGO, TOLD BAKER, FAO WOULD WELCOME AND USEFULLY EMPLOY 100 AMERICAN ASSOCIATES EXPERTS; COMMENT: THIS IDEA SHOULD GO IN TO BOURNE COMMITTEE AND IS PERHAPS CONFIDENTIAL

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INCLUDED IN 18-PAGE FAO RESPONSE TO BOURNE SENT OCTOBER 18 TO KIMMEL).

8. RE U.S. TAXES. SKOUFIS SAYS FAO GETTING READY TO ADOPT U.N. SYSTEM RE TAXATION LUMP-SUM RETIREMENT.

9. COMMENT: WOULD WELCOME DEPARTMENT'S COMMENTS. NAME OF GAME HERE IS TO GET THERE FIRSTEST WITH THE BESTEST; CLAIMING SLOTS AND CITING LOW PERCENTAGES ONLY PRODUCE SYMPATHETIC NODS NOT GOOD JOBS.HOLMES

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